

T H E O H I O S T A T E B A R A S S O C I A T I O N



Fall 2001

On behalf of the Solo, Small Firm & General Practice Section of the Ohio State Bar Association, we are pleased to present the findings of the 2001 Economics of Law Practice Survey conducted in the Second Quarter of this year. The data was then analyzed and collated over the summer.

2001
Desktop
Reference
on the
Economics
of Law
Practice
in Ohio

The 2001 Desktop Reference on the Economics of Law Practice in Ohio is designed to consolidate survey findings in a convenient and usable format. This is a unique document—one which you will be able to refer to with confidence in the future. Whether you are a sole practitioner or a principal in a large firm, and regardless of the geographic location of your practice, this Reference provides the most timely data on the economics of law practice in Ohio and the fiscal state of attorneys statewide.

We thank the willingness of the hundreds of Ohio Attorneys to "get involved" by responding to the Survey Request they received this past spring. Their prompt, candid responses have allowed the database to be credible for your reference use.

To obtain additional copies of this valuable Practice Reference Source, contact the Ohio State Bar Association, P.O. Box 16562, Columbus, Ohio 43216-6562 at 1-800-282-6556. The cost of the Reference Survey is \$25.00 to members of the Solo, Small Firm and General Practice Section and \$40.00 to all others.

For assistance in interpreting the information presented, you may contact Dr. Lawrence Stiffman of the Applied Statistics Laboratory in Ann Arbor, Michigan at (734) 996-0262 or by e-mail: aslinfo@aol.com.

Thomas Letson, Jr.

Chair

Solo, Small Firm and General Practice Section

Ohio State Bar Association



INTRODUCTION

Objectives

This past spring, the Survey Subcommittee of the Solo, Small Firm and General Practice Section of the Ohio State Bar Association fielded the fourth state wide legal economics poll of the OSBA membership. An initial survey, conducted in 1990, provided baseline information, followed by updates in 1994 and 1998. The objective of the 2001 survey is to observe changes on the relative status of its members' hourly billing rates and practices, incomes, law office overhead and management practices, and work week time allocations.

The following elements of the legal services marketplace are included:

- Current membership demographics and geographic distribution
- Sentiment on trends in the supply of, and demand for, legal services
- Attorney net income arrayed by tenure, specialization, occupation, location, firm size, gender and work style
- Prevailing hourly billing rates for attorneys and legal assistants
- Allocation of hours in the average work week
- Compensation to associates, legal assistants and secretaries by experience
- Other overhead expenses and practice management indicators
- Use of office automation products and services

When compared across the state's regional markets and over time, this information assists Ohio attorneys in developing their professional activities to provide more effective and efficient legal services.

The Solo, Small Firm and General Practice Section receives many requests from attorneys for help in establishing assigned counsel fees, and for help in cases involving judicial determination of attorney fees. This report has been prepared to also address these requests and to consolidate the most recently available data in useful and usable formats.

Methods

A 37-question confidential survey instrument was mailed during May and June 2001 to a stratified random sample of 6,486 active, in-state Ohio State Bar Association (hereinafter OSBA) members and to all members of the Solo, Small Firm and General Practice Section. A proportionate representation of members was thus obtained covering all urban, suburban and rural areas throughout Ohio.

The Applied Statistics Laboratory (ASL), of Ann Arbor, Michigan, received and tabulated about 900 responses suitable for analysis and publication in this Report. These returns represent a response rate of 12% (which is consistent with similar studies throughout the country). All returned questionnaires are maintained at the ASL offices while the raw data is resident on computer (SPSS) files maintained by ASL. As the survey was confidential, no identification of respondents was obtained or retained. All exhibits in this Report present aggregated data to further assure respondent confidentiality.

A Review of Statistical Terms

To help interpret the information in this report, here is a brief discussion of measures of central tendency (median and mean) and measures of dispersion or spread (percentiles and ranges).

Introduction

Measures of Central Tendency

The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

Example: Three responses — 3, 1, and 2 — are reported. The average is calculated by adding their values ($1 + 2 + 3 = 6$), then dividing by the number of responses (3). Thus, the average value for this distribution of responses is $6 \div 3 = 2$.

The median is the middle value of a series (distribution) of values which is initially rank-ordered (from low to high, or vice-versa). By definition, half the values are greater and half are less than the median. Another term for the median is the 50th percentile.

Example: Three responses — 30, 1, and 2 — are reported. The median is the middle number in the order of distribution (1, 2, 30) or 2. The average or mean value of this distribution is $33 \div 3 = 11$. Use of the median as a statistic for central tendency reduces the effect of "outliers" (extremely high or low values, such as 30), while the average does not.

Median and mean values are utilized throughout this report to measure central tendency.

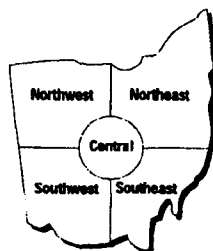
Measures of Dispersion

The median, as stated above, represents the middle value of a distribution of responses. It is also termed the 50th percentile. Three additional percentile values are used to reveal dispersion of a particular series (distribution) of values. These are the:

- 25th percentile (also called the lower quartile). One-fourth of the values is less and three-fourths are more than this value.
- 75th percentile (also called the upper quartile). Three-fourths of the values are less and one-fourth is more than this value.
- 95th percentile (also called the upper quartile). Ninety-five percent of the values are less and five percent are more than this value.

Economic Regions Defined

Sixteen geographic areas were included on the questionnaire to denote office location. Some exhibits in this Report include all sixteen areas, while most display fewer, collapsed regions to maintain a reasonable number of observations for reporting findings. Regions are defined as follows:



Region	Geographic Areas included
Greater Cleveland	Downtown only/Suburban (Cuyahoga County)
Greater Cincinnati	Downtown only/Suburban areas
Greater Columbus	Downtown only/Suburban areas
Dayton	
Northeast Region	Canton, Akron, Youngstown and northeastern cities
Northwest Region	Toledo and northwestern cities
Southern Region	Includes Southeast, Southwest and Central Regions excluding cities named above

Introduction

Interpretation of Findings

Caution should be exercised interpreting data when only a small number of responses are available. This is due to the strong influence of a few "outliers" which might distort reality. In such cases, readers are advised to "group up" to a larger geographic area or job classification, where appropriate.

Personnel planning and decision-making include many personal factors not covered in surveys of this scope, nature or intent. However, this Report provides as wide a range of values as possible which can help in initiating sound and equitable compensation and budgeting policies.

Sentiment on Economic Conditions

The economic circumstances surrounding the practice of law can be perceived against the past and the future. "Economic sentiment" perceptions provide insight as "leading indicators" on the future performance of the economy or an industry, such as legal services. Appendices H-K provide a full array of perceptions on the supply and demand of legal services and on current economic conditions compared with 2000 and expected in 2002.

Most respondents (57%) perceive no changes in economic conditions between 2000 and 2001, increasing to 61% who perceive no change in 2002. Attorneys are more optimistic about next year's economic climate than last year's. About 17% feel current conditions are better compared with 2000 and 19% feel that conditions will be better in 2002 than in 2001. While 26% of all respondents feel economic circumstances this year are worse than last year, only 20% feel next year's economic conditions will be worse.

About 47% of respondents feel there are too many lawyers in the community in which they practice. Reported demand for legal services partially reflects this over supply as 15% of respondents report having insufficient workloads to keep busy. However, 59% report that the quantity of their legal work is "all they can handle," and 27% report "having more work than they prefer." By comparison, in 1998, 57% reported too many lawyers in their community and 13% reported insufficient workloads to keep busy.

Refer to Appendices H-K for distributions of these sentiment indicators by respondents' office location, years in practice, practice classification and organization size.

2000 NET INCOME OF OSBA ATTORNEYS

Introduction

While many factors interact to influence the level of attorney income, clues to explain variation can be derived from analyzing seven factors addressed in this survey, including:

- Legal occupation or practice classification
- Specialization
- Tenure (years in practice)
- Size of firm or organization (measured by number of attorneys) and workstyle habits full- vs. part-time
- Office location (geographic area where law office is located)
- Gender and work style habits (full- versus part-time work status)

Each factor is discussed in the remainder of this Section. Net income is defined on the questionnaire as "net income before taxes derived from all legal work." Reported incomes reflect 2000, 1997 and 1993 and values as the surveys were fielded in the spring and summer of 2001, 1998 and 1994 respectively.

Legal Occupation

Exhibit 1 summarizes 2000 net income of attorneys by 11 legal occupation or practice classifications. As discussed previously, this and subsequent exhibits providing distribution data offer five values—the average, and the 25th, 50th (Median), 75th and 95th percentiles.

For example, 25% of all house counsel earn \$56,750 or less half earn less than \$90,000, while half earn more than \$90,000, and 25% earn more than \$136,250, and 5% earn more than \$301,400. Average net income reported by house counsel was \$112,673.

The 2000 median net income for all OSBA respondent attorneys (hereinafter OSBA attorneys or attorneys) is \$75,000 which is 15.4% higher than the 1997 reported level of \$65,000. The average annual rate of increase over this eight year period is 5% which is at or slightly above the average annual inflation rate (for urban wage earners) during the same period.

Exhibit 2 reveals income clustering among ten occupational categories. Not surprisingly, while incomes do cluster when legal occupation is considered, there is still a large spread among the categories reflecting many different forms and styles of practice.

Attorney Net Income

Exhibit 1 2000 Net Income by Legal Classification, OSBA Attorneys

Legal Classification	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
Sole practitioner	243	\$30,000	\$54,500	\$74,097	\$101,500	\$215,600
Sole practitioner with 1 or more associates	44	59,500	100,000	141,750	148,125	487,500
Sole practitioner sharing space	65	41,750	71,500	85,828	105,500	525,000
Partner in firm with 2-7 partners	160	66,250	100,000	121,959	137,750	319,200
Partner in firm with 8 or more partners	85	111,500	175,000	203,405	255,000	590,000
Associate in firm with 2-7 partners	63	42,000	52,000	61,651	70,000	191,200
Associate in firm with 8 or more partners	61	58,750	70,000	80,402	93,500	128,750
Judge	17	57,333	70,000	74,426	100,000	103,000
City/State/County government	57	37,875	50,000	53,607	69,250	88,800
House Counsel	61	56,750	90,000	112,673	136,250	301,400
Counsel with legal aid/legal service agency	17	39,500	45,000	49,353	70,000	80,000
All attorneys	892	\$45,000	\$75,000	\$99,247	\$120,000	\$274,667

Exhibit 2 Percent Distributions of 2000 Net Income by Legal Occupation, OSBA Attorneys

Net Income (\$)	All Attorneys	Sole Pract.	Sole Pract. w/Assoc.	Space Sharer	Assoc. w/ 2-7 Part.	Assoc. w/ 8+ Part.	Partner w/ 2-7 Part.	Partner w/ 8+ Part.	House Counsel	City/State Gov't.	Legal Aid
less than \$30,000	11.2	26.2	6.8	17.2	1.6	-	7.9	-	-	-	5.9
30,000-45,999	14.5	15.9	9.1	12.5	39.3	7.1	6.0	-	5.5	39.3	52.9
46,000-55,999	9.3	9.0	-	-	19.7	14.3	3.3	-	16.4	23.2	11.8
56,000-65,999	8.7	4.7	13.6	10.9	13.1	17.9	7.9	-	10.9	7.1	11.8
66,000-75,999	8.3	7.7	-	17.2	6.6	10.7	6.6	-	9.1	14.3	11.8
76,000-85,999	8.1	6.9	6.8	7.8	4.9	21.4	10.6	-	5.5	5.4	5.9
86,000-95,999	3.6	1.7	6.8	-	-	7.1	4.0	-	7.3	-	-
96,000-115,999	10.6	6.9	11.4	10.9	-	12.5	17.9	12.7	14.5	-	-
116,000-135,999	7.0	8.2	11.4	6.3	-	-	11.3	6.3	7.3	-	-
136,000-155,999	5.0	4.3	11.4	4.7	-	-	6.6	8.9	9.1	-	-
156,000-175,999	2.7	1.7	-	-	-	-	2.6	10.1	-	-	-
176,000-199,999	1.3	1.7	-	-	-	-	-	5.1	9.0	-	-
200,000-249,999	3.4	-	-	-	-	-	4.6	17.7	-	-	-
250,000-299,999	2.4	2.1	-	-	-	-	-	11.4	-	-	-
300,000 or more	4.0	1.7	11.4	-	-	-	6.6	13.9	-	-	-
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Attorney Net Income

Legal Specialization

Attorneys were asked to select from a list of various fields of law which provided their highest source of income during 2000. Exhibit 3 distributes 2000 net incomes of 892 respondents by the primary field of law generating the most income. Exhibit 4 considers the subset (N=721) of "private practitioners only." The 2000 median net income of private practitioners is 6.7% higher than net income of all attorneys.

Exhibit 3

2000 Net Income by Primary Field of Law, OSBA Attorneys

Primary Field of Law	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
Administrative Law	8	\$80,500	\$100,500	\$174,000	\$229,500	\$600,000
Bankruptcy	24	49,750	90,250	110,833	181,250	295,000
Collections	22	38,000	52,000	75,127	130,000	286,500
Corporate/Business Law	72	44,500	100,000	109,731	151,500	350,000
Criminal (Public Defendant)	19	31,250	44,000	47,408	65,000	140,000
Criminal (Private Defendant)	16	61,000	90,000	105,133	191,500	318,000
Criminal (Prosecutor)	17	40,000	60,000	60,941	94,000	100,000
Domestic Relations (Family Law)	81	29,000	49,333	59,398	78,000	195,000
Environmental/Natural Resources Law	7	73,750	148,000	111,500	169,250	173,000
General Practice	35	39,750	59,500	60,219	79,500	142,150
Health and Hospital Law	11	60,000	102,000	174,222	304,500	500,000
Intellectual Property	11	57,500	125,000	120,091	258,000	306,000
Labor Law (Defendant)	24	58,750	82,750	116,250	186,750	392,250
Labor Law (Plaintiff)	12	44,500	69,500	182,000	664,750	1,054,000
Municipal/Public Entity Law	17	68,000	82,000	93,441	115,000	235,000
Product Liability	6	85,500	133,500	124,500	170,000	242,000
Personal Injury (Defendant)	36	65,000	106,667	138,743	150,500	532,000
Personal Injury (Plaintiff)	63	74,750	117,500	154,733	175,000	955,000
Real Property Law	61	43,500	79,167	93,580	121,250	215,600
Securities Law	5	53,000	125,000	95,500	182,500	240,000
Taxation	18	52,500	100,000	150,733	272,500	700,000
Trial Practice (General Civil)	38	49,167	75,000	106,371	137,500	392,000
Trial Practice (Commercial)	17	45,000	83,000	87,941	120,000	300,000
Wills/Estates/Probate	162	42,875	70,000	85,450	112,250	256,250
Workers' Compensation	22	45,500	87,250	94,909	146,000	243,500
Other Fields of Law	57	46,667	75,000	94,792	130,000	244,400
All Private Practitioners	892	\$45,000	\$75,000	\$99,247	\$120,000	\$274,667

Attorney Net Income

Exhibit 4 **2000 Net Income by Primary Field of Law, OSBA Private Practitioners Only**

Primary Field of Law	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
Bankruptcy	23	\$52,000	\$93,500	\$113,522	\$187,500	\$296,000
Collections	18	38,000	60,000	82,215	133,000	300,000
Corporate/Business Law	59	41,500	94,000	102,309	146,500	252,000
Criminal (Public Defendant)	12	28,000	38,500	35,167	51,250	70,000
Criminal (Private Defendant)	12	74,500	104,000	128,727	259,000	318,000
Domestic Relations (Family Law)	68	25,000	51,500	61,488	80,250	226,100
Environmental/Natural Resources Law	4	75,000	170,500	117,750	171,750	173,000
General Practice	31	35,875	60,500	61,679	81,250	159,950
Health and Hospital Law	6	102,000	334,000	262,200	417,000	500,000
Intellectual Property	9	60,000	170,000	126,778	205,000	306,000
Labor Law (Defendant)	17	75,000	108,000	132,853	200,000	405,000
Labor Law (Plaintiff)	12	44,500	69,500	182,000	664,750	1,054,000
Municipal/Public Entity Law	11	79,000	110,000	107,455	192,500	235,000
Product Liability	5	82,000	121,000	120,200	181,500	242,000
Personal Injury (Defendant)	31	81,500	110,000	147,548	158,000	574,000
Personal Injury (Plaintiff)	62	74,750	117,500	154,733	175,000	955,000
Real Property Law	52	41,000	76,667	91,330	117,500	242,000
Taxation	12	57,500	174,000	189,300	593,750	700,000
Trial Practice (General Civil)	33	53,875	89,500	116,733	147,917	419,500
Trial Practice (Commercial)	16	44,583	84,500	90,000	133,750	300,000
Wills/Estates/Probate	152	43,750	71,500	86,947	120,250	195,750
Workers' Compensation	21	44,000	87,500	95,476	148,000	245,700
Other Fields of Law	37	48,750	80,000	105,086	162,500	271,000
All Private Practitioners	721	\$45,000	\$80,000	\$104,277	\$125,125	\$287,250

Attorney Net Income

Years in Practice

Exhibits 5 and 6 relate reported 2000 net income to the number of years in practice for all attorneys and for private practitioners. Income is directly correlated with experience. Exhibit 7 displays median 2000 net income for 11 legal occupations by years in practice.

Exhibit 5

2000 Net Income by Years in Practice, OSBA Attorneys

Years in Practice	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
5 or less	145	\$35,417	\$47,000	\$52,779	\$65,750	\$108,250
6-10	96	45,000	64,500	71,797	97,250	169,591
11-15	107	49,750	77,250	91,992	108,750	297,583
16-25	264	51,308	89,500	118,884	146,125	351,050
more than 25	274	51,833	90,000	117,874	139,833	320,900
All Attorneys	892	\$45,000	\$75,000	\$99,247	\$120,000	\$274,667

Exhibit 6

2000 Net Income by Years in Practice, OSBA Private Practitioners Only

Years in Practice	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
5 or less	105	\$37,500	\$51,000	\$55,165	\$72,375	\$109,700
6-10	72	43,000	66,000	74,875	102,000	204,618
11-15	79	46,500	80,000	97,813	119,125	320,750
16-25	216	50,100	99,333	123,588	152,000	353,800
more than 25	245	50,375	90,000	118,693	143,500	328,500
All Private Practitioners	721	\$45,000	\$80,000	\$104,277	\$125,125	\$287,250

Exhibit 7

2000 Median Net Income by Years in Practice and Legal Occupation, OSBA Attorneys

Years in Practice	Sole Pract.	Sole Pract. w/Assoc.	Space Sharer	Part. w/ 2-7 Part.	Part. w/ 8+ Part.	Assoc. w/ 2-7 Part.	Assoc. w/ 8+ Part.	Judge	Local Gov't.	House Counsel	Legal Aid
5 or less	\$25,000	-	\$41,000	\$50,000	-	\$48,000	\$63,000	-	\$37,000	\$55,000	\$39,000
6-10	45,000	83,500	75,000	61,500	-	62,000	74,000	-	51,500	71,000	-
11-15	47,000	129,000	69,500	90,000	120,000	37,800	80,000	-	50,000	94,000	-
16-25	59,000	100,000	70,000	110,000	220,000	70,000	-	94,500	67,000	140,000	70,000
more than 25	69,000	93,500	79,500	100,000	163,000	-	81,500	97,250	64,000	125,000	-
All Attorneys	\$54,000	\$100,000	\$71,500	\$100,000	\$175,000	\$52,000	\$70,000	\$70,000	\$50,000	\$90,000	\$45,000

Attorney Net Income

**Size of Firm or Organization
and Work Status
(Full- vs. Part-Time)**

Exhibits 8 and 9 display 2000 net income for all attorneys and private practitioners by organization size (measured as the total number of attorneys reported in the firm or organization). The larger the organization, the higher the net income reported. Associate income clusters around the 25% percentile value and partner income around the higher percentile values for any given size category. Refer to Exhibit 23 for associate salaries by firm size category.

Exhibit 8 **2000 Net Income by Size of Firm or Organization,
OSBA Attorneys**

Size of Organization (# of Attorneys)	N	25th	Median	Value by Percentile Mean (Avg.)	75th	95th
1	263	\$31,500	\$58,667	\$73,814	\$100,000	\$192,000
2-5	235	45,500	75,000	101,006	119,833	300,000
6-20	157	52,750	81,000	114,172	129,750	300,900
more than 20	157	66,250	94,333	139,648	174,125	478,750
All Attorneys	892	45,000	75,000	99,247	120,000	274,667
Full-Time Only						
1	218	\$40,000	\$69,000	\$83,458	\$110,000	\$204,200
2-5	218	49,500	76,500	102,893	121,725	300,000
6-20	149	53,250	84,250	116,428	135,250	303,300
more than 20	152	68,250	95,500	140,572	174,125	479,750
All Full-Time Attorneys	799	\$50,000	\$79,833	\$104,999	\$124,500	\$275,500

Exhibit 9 **2000 Net Income by Size of Firm, OSBA Private Practitioners Only**

Size of Firm (# of Attorneys)	N	25th	Median	Value by Percentile Mean (Avg.)	75th	95th
1	239	\$30,000	\$55,000	\$74,543	\$101,000	\$197,000
2-5	194	51,683	80,000	108,409	128,000	310,000
6-20	118	56,500	90,000	121,265	138,500	549,100
more than 20	119	80,000	111,500	157,977	206,250	484,500
All Attorneys	721	45,000	80,000	104,277	125,125	287,250
Full-Time Only						
1	201	\$40,000	\$69,000	\$84,554	\$114,000	\$219,900
2-5	184	53,000	80,000	108,698	127,333	300,000
6-20	112	58,000	94,000	123,491	140,000	591,400
more than 20	115	81,000	113,000	158,767	205,000	486,000
All Full-Time Attorneys	653	\$50,000	\$81,000	\$110,458	\$130,000	\$299,000

Attorney Net Income

Office Location

Exhibit 10 distributes 2000 attorney net income by office location. The same distribution for "private practitioners only" is shown as Exhibit 11. Exhibit 12 compares eight-year and average annual growth in net income since 1993 for all attorneys.

Exhibit 13 displays median 2000 net income of 10 legal occupation categories within each of seven office locations.

Exhibit 10 **2000 Net Income by Office Location, OSBA Attorneys**

Office Location	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
Greater Cleveland	140	\$50,000	\$90,000	\$110,078	\$147,667	\$342,000
Greater Cincinnati	95	62,250	87,000	116,566	140,000	350,900
Greater Columbus	170	45,750	80,000	112,535	131,667	354,800
Greater Dayton	47	48,125	67,500	98,821	97,813	286,400
Northeast Region	185	37,750	61,030	89,644	102,750	289,500
Northwest Region	110	45,500	76,000	86,937	118,000	230,000
Southern Region	139	43,750	74,333	83,101	109,167	182,250
Office Location Detailed						
Cleveland (Downtown)	80	\$60,500	\$103,500	\$133,351	\$157,500	\$559,750
Cleveland (Suburban)	60	39,000	59,333	78,764	128,000	201,200
Cincinnati (Downtown)	70	65,250	97,000	129,856	199,375	431,500
Cincinnati (Suburban)	25	42,000	73,333	81,480	138,667	149,700
Columbus (Downtown)	105	53,000	88,000	131,985	168,000	500,000
Columbus (Suburban)	65	36,500	66,500	82,105	106,667	331,750
Dayton	47	48,125	67,500	98,821	97,813	286,400
Canton	17	31,000	55,000	66,329	135,000	200,000
Akron	47	42,250	72,500	129,387	171,091	600,000
Toledo	56	45,250	73,500	91,315	143,000	263,750
Youngstown	14	49,000	100,000	90,462	135,000	150,000
Northeast Region	107	34,375	59,167	76,538	95,417	304,250
Northwest Region	54	48,000	78,667	82,476	115,000	176,000
Southeast Region	43	46,000	76,000	80,527	125,000	175,500
Southwest Region	62	43,125	71,500	85,195	117,500	487,500
Central Region	34	42,250	86,250	82,281	110,625	185,200
All Attorneys	892	\$45,000	\$75,000	\$99,247	\$120,000	\$274,667

Attorney Net Income

Exhibit 11 **2000 Net Income by Office Location, OSBA Private Practitioners Only**

Office Location	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
Greater Cleveland	116	\$48,500	\$94,000	\$111,907	\$148,250	\$436,500
Greater Cincinnati	80	61,125	92,500	119,730	149,250	366,500
Greater Columbus	134	45,000	85,500	120,194	150,000	361,000
Greater Dayton	38	46,500	69,000	105,882	119,500	325,700
Northeast Region	146	38,500	69,167	96,576	108,750	317,000
Northwest Region	94	47,500	77,500	89,394	129,625	263,750
Southern Region	109	44,000	80,000	87,424	120,000	236,600
Office Location Detailed						
Cleveland (Downtown)	70	60,000	108,000	136,985	175,000	634,000
Cleveland (Suburban)	46	39,000	58,667	74,000	115,500	194,600
Cincinnati (Downtown)	56	64,833	103,000	137,740	225,250	332,700
Cincinnati (Suburban)	24	40,500	72,500	80,708	138,833	149,750
Columbus (Downtown)	78	60,250	105,500	146,953	187,500	583,100
Columbus (Suburban)	56	35,500	71,667	84,191	108,667	293,000
Dayton	38	46,500	69,000	105,882	119,500	325,700
Canton	12	27,700	72,500	73,467	167,000	200,000
Akron	38	42,250	78,500	134,501	180,773	745,000
Toledo	48	48,500	78,333	97,696	149,500	269,750
Youngstown	10	83,000	130,000	106,222	-	150,000
Northeast Region	86	34,500	65,000	82,422	100,000	411,000
Northwest Region	46	45,750	77,250	81,092	119,500	183,000
Southeast Region	34	53,750	81,000	86,783	131,750	177,250
Southwest Region	52	43,500	75,000	89,149	125,000	216,500
Central Region	23	41,250	87,500	84,455	117,750	241,050
All Private Practitioners	721	\$45,000	\$80,000	\$104,277	\$125,125	\$287,250

Attorney Net Income

Exhibit 12 **Change in Attorney Net Income, 1993–2000, by Office Location, All OSBA Attorneys**

Office Location	2000 N	2000 Median	1997 N	1997 Median	1993 N	1993 Median	% Change Since 1993	Avg. Annual % Change
Greater Cleveland	140	\$90,000	150	\$74,250	184	\$73,250	22.9	3.3
Greater Cincinnati	95	87,000	85	80,000	113	70,000	24.3	3.5
Greater Columbus	170	80,000	145	65,000	176	67,500	18.5	2.6
Greater Dayton	47	67,500	50	82,500	59	52,000	29.8	4.3
Northeast Region	185	61,030	170	56,500	201	60,000	1.7	0.2
Northwest Region	110	76,000	137	60,000	121	63,000	20.6	2.9
Southern Region	139	74,333	127	70,000	132	59,000	26.0	3.7

Office Location Detailed

Cleveland (Downtown)	80	\$103,500	96	\$80,000	124	\$80,000	29.4	4.2
Cleveland (Suburban)	60	59,333	54	54,500	60	50,000	18.7	2.7
Cincinnati (Downtown)	70	97,000	61	82,000	88	68,500	41.6	5.9
Cincinnati (Suburban)	25	73,333	24	47,500	25	70,000	4.8	0.7
Columbus (Downtown)	105	88,000	103	70,000	143	70,000	25.7	3.7
Columbus (Suburban)	65	66,500	42	47,500	33	52,000	27.9	4.0
Dayton	47	67,500	50	82,500	59	52,000	29.8	4.3
Canton	17	55,000	20	63,500	27	50,000	10.0	1.4
Akron	47	72,500	33	59,000	54	65,500	10.7	1.5
Toledo	56	73,500	61	63,000	58	70,000	5.0	0.7
Youngstown	14	100,000	17	76,000	19	60,000	66.7	9.5
Northeast Region	107	59,167	100	51,000	101	60,000	-1.4	-0.2
Northwest Region	54	78,667	76	50,500	63	53,000	48.4	6.9
Southeast Region	43	76,000	39	62,000	56	56,500	34.5	4.9
Southwest Region	62	71,500	56	81,000	51	66,000	8.3	1.2
Central Region	34	86,250	32	59,000	25	54,000	59.7	8.5
All Attorneys	892	\$75,000	868	\$65,000	986	\$65,000	15.4	2.2

Exhibit 13 **2000 Median Net Income by Legal Occupation and Office Location, All OSBA Attorneys**

Legal Occupation	Greater Cleveland	Greater Cincinnati	Greater Columbus	Dayton	Northeast Region	Northwest Region	Southern Region
Sole practitioner	\$50,000	\$69,000	\$70,000	\$45,000	\$41,000	\$64,000	\$75,500
Sole practitioner with 1 or more assoc.	60,000	120,000	140,000	60,000	96,500	60,000	112,500
Sole practitioner sharing space	100,000	75,000	45,000	80,000	70,000	75,000	68,500
Partner in firm with 2–7 partners	120,000	111,500	87,500	103,000	82,000	107,500	98,500
Partner in firm with 8 or more partners	175,000	200,000	210,000	235,000	134,000	161,500	80,000
Assoc. in firm with 2–7 partners	64,000	65,000	44,000	71,000	52,000	46,500	42,000
Assoc. in firm with 8 or more partners	103,000	63,000	80,000	64,000	67,000	74,000	–
City/State/County government	–	–	58,000	50,000	36,000	50,000	45,000
House counsel	98,000	105,000	60,000	–	77,500	97,500	95,000
Legal aid	–	–	–	–	46,500	44,000	–

Attorney Net Income

Gender and Practice Style

Exhibit 14 compares median 2000 income by years in practice and gender. A "gender gap" is defined as the percent difference in median values between male and female attorneys expressed as "cents on the dollar a female earns compared with a male counterpart." The overall gap, considering all males and all females (as well as all full-time males and females) is 61 cents on the dollar, unchanged from 1997, which is down from 46% in 1989.

For attorneys in practice five years or less, there is a much smaller gap. In this group, for all attorneys, females earn 90 cents on the dollar, and private practitioners, 94 cents.

Approximately 91% of all respondents work full-time. Exhibit 15 displays median 1997 net income by their gender, work status and by years in practice. The following reasons are reported for those working part-time: "other businesses" (27%) "approaching retirement" (27%), "family considerations" (33%), and "economic necessity" (15%).

Exhibit 14 **2000 Median Net Income by Gender and Years in Bar, All OSBA Attorneys and Private Practitioners Only**

Years in Practice	All	All OSBA Attorneys		Gap	All	Private Practitioners Only		Gap
		Males	Females			Males	Females	
5 or less	\$47,000	\$50,000	\$45,000	90	\$50,000	\$53,000	\$50,000	94
Number of Respondents	145	79	65		105	63	41	
6-10	64,000	68,500	48,000	70	66,000	78,000	42,000	54
	96	65	31		72	49	23	
11-15	76,500	86,000	60,000	70	80,000	86,000	65,000	76
	107	69	38		79	55	24	
16-25	89,000	100,000	51,500	52	100,000	103,000	46,500	45
	264	206	55		216	175	38	
more than 25	90,000	90,000	75,000	83	90,000	90,000	105,000	117
	274	267	6		245	240	4	
All Respondents	\$75,000	\$82,000	\$50,000	61	80,000	85,000	50,000	59
Number of Respondents	892	688	195		721	584	130	

Exhibit 15 **2000 Median Net Income by Gender, Workstatus and Years in Bar, All OSBA Attorneys and Private Practitioners Only**

Years in Practice	All Attorneys				Private Practitioners Only			
	Full-time Males	Full-time Females	Part-time Males	Part-time Females	Full-time Males	Full-time Females	Part-time Males	Part-time Females
5 or less	\$50,000	\$45,000	\$23,000	\$30,000	\$54,500	\$50,000	-	\$29,000
Number of Respondents	75	57	4	8	61	36	-	5
6-10	70,000	55,000	-	25,000	78,000	55,000	-	20,000
	63	25	-	6	49	18	-	5
11-15	86,000	64,000	-	56,500	87,000	69,000	-	41,000
	67	32	-	6	54	20	-	4
16-25	100,000	62,000	27,500	30,000	110,000	60,000	27,500	25,500
	198	43	6	11	168	29	6	8
more than 25	100,000	75,000	31,000	-	100,000	105,000	21,000	-
	233	5	34	-	213	4	27	-
All Respondents	\$85,000	\$55,000	\$31,000	\$30,000	\$90,000	\$55,000	\$22,000	\$25,500
Number of Respondents	638	162	48	32	547	107	36	22

CLIENT BILLING PRACTICES AND 2001 RATES OF OSBA ATTORNEYS

Patterns and Practices

Eighty-six percent of private practitioners claim to have a standard or usual hourly rate which is applied as a guide, starting point or basis for fee computation. The median 2001 hourly billing rate for all respondents is \$150.00 per hour, a 20% increase since 1998.

Fifty-six percent of private practitioners always keep time records, 40% usually or sometimes keep time records, while only 4% do not. Given the dominating importance of time, the following is the distribution of time tracking units utilized by respondents, comparing 2001 with previous responses:

Tracking Unit (in minutes)	1990	1994	1998	2001
6	31%	55%	61%	62%
10	23	7	8	9
15	38	32	25	22
30	3	4	2	2
None	5	2	4	5

About 62% of respondents track and record time at six minute (0.1 hour) intervals and 22% track at 15 minute intervals. Respondents vary as to their charging clients for time spent on telephone calls as follows:

Practice	1990	1994	1998	2001
Always	27%	23%	20%	20%
Usually	47	42	45	43
Sometimes	20	29	30	30
Never	6	6	5	7

While hourly billing rates are not static, the frequency of updating rates has decreased since 1990:

Months Since Rate Change	1990	1994	1998	2001
0-6	31%	25%	24%	24%
7-11	20	14	14	15
12-24	31	32	31	33
More than 24	18	29	32	28

The percent change from the last previous rate increase has also diminished as follows:

Percent Increase	1990	1994	1998	2001
5% or less	20%	28%	25%	22%
6-10	44	39	38	38
11-19	22	17	19	20
20% or more	14	16	18	20

Billing Practices and Rates

The level of uncollectables is decreasing since 1998. The following distribution summarizes changes since 1990 in the extent of reported uncollectable billings:

Percentage of Uncollectables	1990	1994	1998	2001
2% or less	33%	31%	33%	37%
3-8%	35	30	32	30
9-12%	20	23	20	18
More than 12%	12	16	16	15

Most attorneys never add a service charge to a delinquent account, as follows:

Frequency of adding service charge	1990	1994	1998	2001
Always	2%	3%	6%	7%
Usually	4	5	7	8
Sometimes	14	17	16	15
Never	80	75	70	70

Attorney Hourly Billing Rates

While many interacting factors affect the setting and application of hourly billing rates, Exhibits 16 and 17 summarize five discrete factors and provide the percent change in hourly billing rates since 1994 for each element:

- Size of firm
- Years in practice
- Primary Field of Law
- Legal Classification
- Office location

Billing Practices and Rates

Exhibit 16 Distributions of 2001 Hourly Billing Rates By Selected Variables and Changes Since 1994, OSBA Private Practitioners

Size of Firm (# of Attorneys)	N	Value by Range and Percentile					N	Median	% chg '98-'01	N	Median	% chg '94-'01	% chg Avg Ann
		1988	25th	Median	Mean	75th							
1	239	\$112	\$125	\$139	\$152	\$216	266	\$120	4	160	\$100	25.0	3.6
2-5	194	125	150	148	175	218	188	125	20	238	100	50.0	7.1
6-20	118	125	150	157	190	267	111	125	20	172	125	20.0	2.9
more than 20	119	148	193	205	255	360	126	150	28	165	155	24.2	3.5
Years in Practice													
5 or less	105	\$100	\$125	\$123	\$135	\$192	112	\$100	25	143	\$100	25.0	3.6
6-10	72	120	138	144	174	239	89	120	15	114	108	27.3	3.9
11-15	79	125	150	147	175	251	96	125	20	113	120	25.0	3.6
16-25	216	125	150	165	200	270	243	130	15	197	125	20.0	2.9
more than 25	245	125	150	168	200	310	171	130	15	168	125	20.0	2.9
Primary Field of Law													
Bankruptcy	23	\$130	\$167	\$160	\$189	\$247	16	\$125	33	22	\$125	33.3	4.8
Collections	18	118	125	132	150	190	13	115	9	18	100	25.0	3.6
Corporate/Business Law	59	127	175	173	206	272	67	150	17	53	145	20.7	3.0
Criminal Law (Public Def.)	12	80	113	110	138	150	23	100	13	32	100	12.5	1.8
Criminal Law (Private Def.)	12	127	158	164	258	260	18	100	58	NA	NA	NA	NA
Dom. Relations/Family Law	68	114	150	150	175	289	61	125	20	52	100	50.0	7.1
Environ./Natural Res. Law	4	168	203	181	211	220	7	140	45	12	138	46.7	6.7
General Practice	31	118	147	147	169	286	53	115	28	63	100	46.7	6.7
Health and Hospital Law	6	169	290	234	331	350	6	138	110	23	135	114.8	16.4
Pat., Trdmk. & Intell. Prop.	9	119	181	169	200	250	8	155	17	13	145	25.0	3.6
Labor Law (Defense)	17	125	165	161	205	280	20	158	4	23	135	22.2	3.2
Labor Law (Plaintiff)	12	118	180	173	258	260	9	125	44	NA	NA	NA	NA
Municipal/Public Entity Law	11	128	148	145	201	210	10	125	18	10	150	-1.7	-0.2
Product Liability	5	123	175	135	156	180	NA	NA	NA	NA	NA	NA	NA
Personal Injury (Defense)	31	103	140	138	173	209	38	100	40	40	87	60.9	8.7
Personal Injury (Plaintiff)	62	125	150	155	175	250	58	125	20	77	100	50.0	7.1
Real Property Law	52	117	133	155	186	308	33	125	6	73	100	32.5	4.6
Taxation	12	169	220	223	345	510	13	125	76	14	125	76.0	10.9
Trial Practice (General Civil)	33	130	155	168	208	275	27	148	5	48	132	17.4	2.5
Trial Practice (Commercial)	16	136	168	177	267	315	13	150	12	NA	NA	NA	NA
Wills/Estates/Probate	152	120	128	142	164	217	134	125	2	119	100	27.5	3.9
Workers' Compensation	21	117	135	142	175	200	25	140	-4	11	130	3.8	0.5
Other Fields of Law	37	140	187	187	242	355	33	125	49	37	125	49.3	7.0
Legal Classification													
Sole practitioner	243	\$100	\$125	\$138	\$150	\$219	228	\$110	14	164	\$100	25.0	3.6
Sole pract. w/1 or more assoc.	44	136	163	161	175	200	38	125	30	47	125	30.0	4.3
Sole pract. sharing space	65	125	150	148	175	294	78	125	20	75	100	50.0	7.1
Part. in firm w/2-7 part.	160	125	150	154	180	250	142	125	20	192	115	30.4	4.3
Part. in firm w/8 or more part.	85	180	210	224	270	390	97	175	20	115	175	20.0	2.9
Assoc. in firm w/2-7 part.	63	100	127	136	150	203	47	115	10	82	95	33.3	4.8
Assoc. in firm w/8 or more part.	61	125	146	157	180	261	49	125	17	89	110	32.6	4.7
All attorneys	721	\$125	\$150	\$156	\$180	\$258	716	\$125	20	764	\$110	36.4	5.2

Billing Practices and Rates

Exhibit 17 Distributions of 2001 Hourly Billing Rates By Office Location,
OSBA Private Practitioners

Office Location	N	Value by Range and Percentile					N	Median	% chg	% chg
	2001	25th	Median	Mean	75th	95th	1998	1998	'98-'01	Avg Ann
Greater Cleveland	116	\$125	\$165	\$177	\$200	\$370	118	\$150	10.0	3.3
Greater Cincinnati	80	125	175	175	200	316	72	150	16.7	5.6
Greater Columbus	134	136	174	178	200	314	104	149	16.9	5.6
Greater Dayton	38	141	165	165	189	250	37	140	17.9	6.0
Northeast Region	146	115	126	139	150	230	145	110	14.4	4.8
Northwest Region	94	100	125	133	150	217	118	100	25.0	8.3
Southern Region	109	115	125	133	150	197	118	110	13.6	4.5
Office Location Detailed										
Cleveland (Downtown)	70	\$145	\$175	\$195	\$241	\$373	73	\$150	16.7	5.6
Cleveland (Suburban)	46	125	150	150	177	238	45	125	20.0	6.7
Cincinnati (Downtown)	56	143	186	186	221	293	53	150	23.9	8.0
Cincinnati (Suburban)	24	125	138	152	173	310	19	125	10.0	3.3
Columbus (Downtown)	78	139	184	190	240	337	70	150	22.8	7.6
Columbus (Suburban)	56	125	150	161	194	250	34	138	8.7	2.9
Dayton	38	141	165	165	189	250	37	140	17.9	6.0
Canton	12	113	138	140	189	200	18	120	14.6	4.9
Akron	38	125	150	155	181	280	28	125	20.0	6.7
Toledo	48	125	148	151	180	219	56	125	18.7	6.2
Youngstown	10	109	124	126	169	175	16	113	9.9	3.3
Northeast Region	86	106	125	133	150	195	83	100	25.0	8.3
Northwest Region	46	99	100	113	128	172	62	95	5.3	1.8
Southeast Region	34	111	125	129	150	194	36	108	15.7	5.2
Southwest Region	52	120	147	138	150	197	52	123	19.2	6.4
Central Region	23	114	125	127	150	194	30	103	21.4	7.1
All Attorneys	721	\$125	\$150	\$156	\$180	\$258	716	\$125	20.0	6.7

Billing Practices and Rates

Work Week Time Allocation

Numerous activities consume an attorney's work week. Exhibit 18 summarizes ranges of time (measured in hours per week) across these activities. The median values for 2001 total hours worked is 47 with billable hours consuming 35 hours.

Exhibit 18

Profile of Work Week Components in Hours, OSBA Attorneys, 2001

Work Week Component (in Hours)	N	Value by Percentile				
		25th	Median	Mean	75th	95th
Billable Hours for Legal Work						
Based on Hourly Rate	537	15	25	50	35	45
Based on Flat Rate	307	5	10	15	20	40
Based on Contingency work	257	5	10	16	23	50
Total Hours for Chargeable Legal Work	809	30	35	37	40	45
Other Hours						
Office Administration	728	3	5	6	10	15
Marketing Activities	390	1	2	5	5	10
Unbilled Community/Public Service	531	2	3	5	5	15
Nonlegal employment/personal investments	338	2	4	7	5	30
Total Hours in Workweek	854	40	47	50	55	70
Other Hours/Year						
Continuing Legal Education	683	12	16	20	24	40
Unbilled (Pro Bono) Legal Work	466	10	25	50	50	200

Hourly Billing Rates for Associates & Legal Assistants

Exhibit 19 distributes 2001 median hourly billing rates for associates and legal assistants by years of experience and by office location. Exhibit 20 tracks changes since 1994. For firms employing legal assistants, the following pattern is reported with respect to client billing:

Client Billing Pattern for Legal Assistants

	1990	1994	1998	2001
Included in attorney's hourly rate	26%	22%	26%	36%
Time Basis	59	69	55	61
Self-developed fee schedule	8	4	11	2
Other system	6	5	8	1

Most firms (69%) do not employ legal assistants. For those that do, the distribution of the number employed per firm follows:

Number of Legal Assistants Employed (FTEs)

	1990	1994	1998	2001
None	65%	60%	70%	69%
1	18	18	17	22
2	6	7	5	5
3	4	3	1	1
4-6	3	5	4	-
7-10	2	2	1	1
More than 10	2	5	2	3

The larger firms have shown the most growth in employing legal assistants.

Billing Practices and Rates

Exhibit 19 **2001 Median Hourly Billing Rates, Associates and Legal Assistants by Office Location, Ohio Law Firms**

Associates	Firms	All Areas	Greater Cleveland	Greater Cincinnati	Greater Columbus	Dayton	Northeast Region	Northwest Region	Southern Region
New hires without experience	48	\$110	\$113	\$110	\$125	\$115	\$90	\$75	\$98
With at least 3 years experience	38	125	115	120	130	145	100	135	\$100
With at least 5 years experience	34	125	120	125	150	175	110	100	\$120
With at least 10 years experience	34	128	138	175	175	200	125	100	\$123
Legal Assistants (Paralegals)									
New hires without experience	36	\$50	\$85	\$54	\$65	\$70	\$43	\$45	\$50
With at least 3 years experience	23	60	90	85	92	85	45	60	\$48
With at least 5 years experience	28	73	-	50	75	95	50	60	\$73
With at least 10 years experience	42	59	61	65	85	95	55	45	\$43

Exhibit 20 **Median Hourly Billing Rates, Associates and Legal Assistants by Office Location, 1994-2001, Ohio Law Firms**

Associates	Firms 2001	Median rates 2001	Firms 1998	Median rates 1998	Firms 1994	Median rates 1994	% change since 1994	% change avg ann
New hires without experience	48	\$110	56	\$95	80	\$80	37.5	5.4
With at least 3 years experience	38	125	47	110	83	95	31.6	4.5
With at least 5 years experience	34	125	50	115	71	100	25.0	3.6
With at least 10 years experience	34	128	38	145	46	125	2.4	0.3
Legal Assistants (Paralegals)								
New hires without experience	36	\$50	43	\$50	56	\$45	11.1	1.6
With at least 3 years experience	23	60	32	60	54	50	20.0	2.9
With at least 5 years experience	28	73	35	50	61	50	46.0	6.6
With at least 10 years experience	42	59	34	63	49	50	18.0	2.6

ASPECTS OF LAW OFFICE MANAGEMENT OF OSBA ATTORNEYS

Introduction

This section summarizes additional aspects of law office management in Ohio:

- 2000 law office overhead expenses per attorney compared against gross receipts per attorney
- 2001 salary levels paid associates, legal assistants and secretaries
- Marketing and advertising practices

Overhead Expenses and Gross Receipts per Attorney

More than 350 respondents, representing sole practitioners and firms, provided financial information on current operating expenses per attorney and gross revenues per attorney. Exhibits 21 and 22 summarize five categories of 2000 overhead expenses against gross receipts by firm size and office location. Changes since 1993 are included on Exhibit 21.

Exhibit 21 **2000 Operating Expenses and Gross Receipts per Attorney
by Firm Size, Ohio Law Firms**

Expenditures per Attorney	—Median Values by Size of Firm—				All firms 2000	All firms 1997	All firms 1993	% change avg ann
	1	2-5	6-20	>20				
Non-legal salaries	\$26,000	\$30,000	\$24,500	\$35,000	\$27,000	\$20,000	\$20,000	5.0
Rent/phone/utilities	10,000	10,000	12,000	16,300	10,000	9,508	9,000	1.6
All other expenses	15,000	20,000	15,500	39,238	15,000	12,646	10,000	7.1
Total expenses	\$44,600	\$61,100	\$47,130	\$101,500	\$50,000	\$41,000	\$40,000	3.6
Gross receipts per attorney	\$108,000	\$150,000	\$157,500	\$220,000	\$125,000	\$104,000	\$104,000	2.9
Ratio of expenditures to receipts	0.41	0.41	0.30	0.46	0.40	0.39	0.38	-
Number of responses	186	118	35	14	353	369	337	-

Exhibit 22 **2000 Operating Expenses and Gross Receipts per Attorney
by Office Location, Ohio Law Firms**

Expenditures per Attorney	—Median Values for Offices by Geographic Location—							All Firms 2000
	Greater Cleveland	Greater Cincinnati	Greater Columbus	Dayton	Northeast Region	Northwest Region	Southern Region	
Non-legal salaries	\$23,000	\$27,648	\$27,000	\$32,500	\$25,000	\$20,000	\$30,000	\$27,000
Rent/phone/utilities	10,000	10,000	15,000	12,000	9,000	8,000	10,200	10,000
All other expenses	16,000	12,333	16,350	26,500	15,000	10,000	20,000	15,000
Total expenses	\$44,630	\$45,500	\$56,550	\$70,000	\$46,000	\$40,000	\$71,000	\$50,000
Gross receipts per attorney	\$122,500	\$137,000	\$142,000	\$140,000	\$110,000	\$120,000	\$147,500	\$125,000
Ratio of expenditures to receipts	0.28	0.33	0.40	0.50	0.42	0.33	0.48	0.40
Number of responses	46	35	57	21	96	49	68	372

Law Office Management

**Starting and Current
Salary Levels**

Exhibit 23 displays 2001 annual median salary levels for four categories of associates, legal assistants and secretaries by firm size. The percent increase in median salaries since 1994 is also shown. The full distribution of these salary levels by office location is appended (Appendices A-G).

Exhibit 23

**2001 Annual Median Salaries of Associates, Legal assistants
and Secretaries by Size of Firm, Ohio Law Firms**

Category	# of Firms	Size of Firm				All 2001	All 1998	All 1994	% change since 1994	% change avg. ann.
		1	2-5	6-20	>20					
Associates										
New hires without experience	47	-	\$32,000	\$40,000	\$67,500	\$35,000	\$31,000	\$30,000	16.7	2.4
New hires with experience	45	-	40,000	50,000	67,500	50,000	42,777	40,000	25.0	3.6
With 5 years experience	39	-	42,000	60,000	77,500	58,000	50,000	50,000	16.0	2.3
With 10 years experience	34	-	63,000	70,000	125,000	68,500	70,085	62,500	9.6	1.4
Legal Assistants (Paralegals)										
New hires without experience	35	18,000	25,000	26,000	-	25,000	23,250	19,000	31.6	4.5
New hires with experience	30	18,000	26,280	32,000	33,000	29,560	26,600	22,000	34.4	4.9
With 5 years experience	29	26,000	28,500	35,000	33,500	30,000	29,300	25,000	20.0	2.9
With 10 years experience	44	30,000	37,500	38,000	45,000	37,750	36,000	30,000	25.8	3.7
Secretaries										
New hires without experience	84	20,900	20,000	22,000	20,060	21,000	22,000	15,000	40.0	5.7
New hires with experience	84	20,500	22,250	27,500	27,500	23,000	25,000	17,000	35.3	5.0
With 5 years experience	86	21,500	24,950	30,000	27,500	25,000	28,000	20,000	25.0	3.6
With 10 years experience	142	25,000	28,000	32,000	34,000	28,000	32,000	22,000	27.3	6.8

Marketing Practices

Sixty-eight percent of respondents market and advertise their services through a variety of devices, compared with 61% in 1998 and 54% in 1994:

Marketing Device Used	1990	1994	1998	2001
Yellow Pages Block Display	72%	61%	59%	56%
Newspaper Ad	NA	14	16	11
Firm Brochure	28	34	22	27
Newspapers/Periodicals	20	17	18	20
Public Relations Firms	3	6	3	5
Firm Development Plans/Marketing	12	18	12	13
Radio/Television Ads	3	7	7	4
Seminars	22	33	24	23
Client Surveys	5	NA	NA	NA
Client Newsletter (Prepared In-house)	NA	8	18	22
Client Newsletter (Prepared by Outside Firm)	NA	5	NA	NA
Web Page	NA	NA	14	34
Listing in Legal Directory	NA	NA	59	66

Law Office Management

On-Line Services

Exhibit 24 summarizes spending for on-line services. This and subsequent exhibits distribute responses by both firm size and practice setting. Spending increases with firm size. Between 20% and 30% of respondents use free services only. Exhibit 25 summarizes frequency of use for on-line services with more frequent usage among respondents in larger firms. Preferred tools and applications are summarized by the top three choices of respondents as Exhibit 26.

Exhibit 24

Frequency Distributions on Spending for On-Line Services, Ohio Attorneys by Organization Size and Practice Setting, 2001

Category	Size of Organization				All Organi- zations	Practice Setting		
	1	2-5	6-20	>20		Private Practice	House Counsel	Govt.
Use Free Service	38.3%	24.9%	10.8%	6.3%	26.4%	25.2%	21.3%	30.4%
<\$195	17.8	10.1	2.7		10.6	11.7	4.3	4.3
\$196-\$2,000	28.9	31.3	16.2		23.1	24.6	19.1	15.2
\$2,000-5,000	12.3	18.9	16.2	1.0	13.2	13.8	8.5	15.2
\$5,000-10,000	2.0	9.7	18.9	6.3	7.5	7.1	8.5	8.7
\$10,000-25,000		3.7	19.8	14.6	6.5	5.6	12.8	13.0
\$25,000-50,000	0.8	0.9	9.0	10.4	3.5	3.7	6.4	
>\$50,000		0.5	6.3	61.5	9.2	8.3	19.1	13.0
Total	100%	100%	100%	100%	100%	100%	100%	100%

Exhibit 25

Frequency Distributions on Usage of On-Line Services, Ohio Attorneys by Organization Size and Practice Setting, 2001

Category	Size of Organization				All Organi- zations	Practice Setting		
	1	2-5	6-20	>20		Private Practice	House Counsel	Govt.
Daily	15.9%	19.4%	28.8%	21.7%	20.1%	17.3%	25.0%	33.3%
Weekly	34.9	37.1	28.8	39.5	34.4	35.8	26.7	33.3
Bi-Weekly	11.2	11.6	10.3	8.9	11.0	10.8	11.7	10.7
Monthly	14.7	16.4	17.9	16.6	16.7	16.4	28.3	12.0
Never	23.3	15.5	14.1	13.4	17.7	19.7	8.3	10.7
Total	100%	100%	100%	100%	100%	100%	100%	100%

Exhibit 26

Preferences for On-Line Research Tools by Product/Service, Ohio Attorneys, 2001

Tool	First Choice		Second Choice		Third Choice	
	N	% of Total	N	% of Total	N	% of Total
Casemaster	129	41.0%	90	36.3%	21	24.4%
West	77	24.4	49	19.8	17	19.8
Lexis/Nexis	66	21.0	31	12.5	12	14.0
Anderson	27	8.6	44	17.7	16	18.6
Other	16	5.1	30	12.1	19	22.1
Lois	0	0.0	4	1.6	1	1.2
Total	315	100%	248	100%	86	100%

Law Office Management

Hardware and Software Systems and Applications

Exhibit 27 ranks the frequency of use of various support services and applications, both hardware and software. The classic products and services dominate. Exhibit 28 ranks PC installs by brand name with "other" including Macs and other PC brands and clones. Exhibit 29 enumerates reasons offered on problems associated with adapting and using new technologies. Time is mentioned alone or in combination with other factors 64% of the time, cost 46% of the time and training 54% of the time.

Exhibit 27 **Percent Using Support Systems and Applications, Ohio Attorneys by Organization Size and Practice Setting, 2001**

Category	Size of Organization				All Organi- zations	Practice Setting		
	1	2-5	6-20	>20		Private Practice	House Counsel	Govt.
Time and Billing	48.7%	56.2%	59.2%	63.7%	55.8%	63.0%	16.4%	5.0%
Accounting	49.8	54.5	55.4	53.5	53.0	58.7	27.9	5.0
Calendering	40.7	49.8	63.7	66.9	52.8	52.0	55.7	38.8
Client Info	39.5	43.8	43.9	44.6	42.6	46.3	21.3	17.5
CD-Rom Research	31.6	38.3	46.5	47.8	39.5	39.4	39.3	30.0
Scanner for Text	27.4	29.4	32.5	42.0	31.8	32.6	29.5	15.0
Case Management	22.1	29.8	29.3	42.0	29.6	28.8	24.6	31.3
Conflict Checking	14.4	23.4	31.8	52.9	27.8	30.9	3.3	3.8
Scanner for Images	21.7	23.8	22.9	36.3	25.4	25.0	32.8	12.5
Personal Digital Assistant	12.9	18.3	16.6	22.3	17.0	17.2	16.4	6.3
Trial Presentations	9.5	8.1	10.8	30.6	13.4	14.1	4.9	8.8
On Line CLE Courses	9.9	6.0	8.9	12.7	9.1	8.9	18.0	3.8
Voice Recognition	5.3	7.2	2.5	2.5	4.8	6.0	-	1.3
Remote Depositions	1.5	1.3	0.6	5.7	2.1	2.2	3.3	-

Exhibit 28 **Frequency Distributions on PC Brand in Use, Ohio Attorneys by Organization Size and Practice Setting, 2001**

Category	Size of Organization				All Organi- zations	Practice Setting		
	1	2-5	6-20	>20		Private Practice	House Counsel	Govt.
Other	43.4%	37.7%	33.8%	18.3%	35.1%	37.7%	24.1%	21.4%
Compaq	14.8	15.7	22.1	25.4	18.3	15.4	29.3	37.1
Dell	13.9	20.6	13.1	29.6	17.9	18.3	15.5	15.7
Gateway	13.1	12.6	16.6	16.9	14.7	15.4	5.2	15.7
IBM	10.2	10.8	11.7	7.0	10.7	9.7	19.0	10.0
Toshiba	2.0	1.8	2.1	2.1	2.0	1.8	6.9	-
Micron	2.5	0.9	0.7	0.7	1.3	1.7	-	-
Total	100%	100%	100%	100%	100%	100%	100%	100%

Law Office Management

Exhibit 29 Frequency Distributions on Problems Adapting to and Using New Technology, Ohio Attorneys, 2001

Problem Mix	Size of Organization				All Organi- zations	Practice Setting		Govt.
	1	2-5	6-20	>20		Private Practice	House Counsel	
Lack of Time	15.5%	18.7%	11.4%	19.3%	16.4%	16.8%	13.7%	8.9%
Cost	13.7	8.9	6.8	13.4	12.6	10.0	13.7	19.6
Lack of Training	8.0	10.8	14.4	8.4	10.7	9.5	13.7	19.6
Vendor Problems	1.3	3.0	0.8	2.5	10.7	2.0	3.9	-
Management Disinterest	1.3	2.0	4.5	2.5	10.5	2.0	7.8	7.1
Lack of Time and Cost	12.8	11.3	6.1	10.9	7.3	10.5	7.8	12.5
Lack of Time and Training	15.5	11.3	12.1	10.9	4.1	13.6	9.8	7.1
Lack of Time and Vendor Problems	2.2	2.0	1.5	-	3.4	1.7	2.0	-
Lack of Time and Management Disinterest	1.3	0.5	1.5	-	3.4	1.0	-	-
Lack of Time, Training and Cost	8.0	6.4	9.1	6.7	2.7	7.0	9.8	7.1
Lack of Time, Training, Cost and Vendor Problems	5.3	4.4	3.0	-	2.5	3.8	-	-
All Factors	1.3	3.4	2.3	2.5	2.1	2.7	2.0	-
Lack of Training and Cost	2.2	5.4	4.5	3.4	1.9	4.2	2.0	5.4
Lack of Training and Vendor Problems	1.8	0.5	2.3	2.5	1.5	1.8	-	-
Cost & Management Disinterest	0.9	0.5	2.3	1.7	1.5	1.0	2.0	1.8
Lack of Training and Vendor Problems	0.4	1.0	-	0.8	1.5	0.8	-	-
Lack of Training and Management Disinterest	0.4	0.5	2.3	1.7	1.4	0.8	2.0	1.8
Lack of Time, Training and Management Disinterest	4.4	3.9	2.3	2.5	1.1	3.7	-	1.8
Lack of Time, Cost and Vendor Problems	1.8	1.0	2.3	1.7	1.0	1.7	2.0	-
All Factors Except Vendor Problems	-	1.0	4.5	5.0	0.8	2.0	2.0	1.8
Cost, Lack of Training and Vendor Problems	0.9	0.5	3.8	0.8	0.7	1.5	2.0	-
Other Combinations	0.9	3	2.3	2.5	2.3	2	3.9	5.4
Total	100%	100%	100%	100%	100%	100%	100%	100%

Summary Data Displays

Appendix A Statistical Profile of OSBA Attorneys, Greater Cleveland Area

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	140	\$50,000	\$90,000	\$110,078	\$147,667	\$342,000
2000 Net Income (Private Practitioners Only)	116	\$48,500	\$94,000	\$111,907	\$148,250	\$436,500
2001 Hourly Billing Rate	116	\$125	\$165	\$177	\$200	\$370

Work Week

Hours in the Work Week and Year

Total billable hours	136	27	35	35	43	57
Based on hourly rate	92	15	27	26	35	56
Based on flat rate	39	5	10	14	20	50
Based on contingency work	38	7	15	21	40	48
Office Administration	122	3	5	6	10	18
Marketing Activities	77	2	3	4	5	20
Non-billable community/public service	85	2	3	4	5	11
Non-legal employment/personal investments	52	1	2	7	6	34
Total Hours in Work Week	138	40	47	48	58	73
CLE Hours/Year	107	12	15	18	24	36
Unbilled (Pro Bono) Hours/Year	71	14	30	64	77	506

Annual Salaries (Spring 2001)

Associates

New hires without experience	-	-	-	-	-	-
With 3 years experience	4	\$48,750	\$57,500	\$53,750	\$60,000	\$60,000
With 5 years experience	7	44,250	57,500	54,571	65,000	70,000
With 10 years experience	5	67,000	110,000	94,000	120,000	120,000

Legal Assistants (Paralegals)

New hires without experience	6	17,750	23,500	21,500	25,750	280,000
With 3 years experience	-	-	-	-	-	-
With 5 years experience	-	-	-	-	-	-
With 10 years experience	6	43,875	49,500	47,583	53,750	65,000

Secretaries

New hires without experience	7	22,530	26,000	24,437	28,000	32,000
With 3 years experience	12	19,500	26,000	23,417	29,250	30,000
With 5 years experience	9	27,500	31,333	29,667	33,500	35,000
With 10 years experience	17	22,000	34,333	29,096	36,000	40,000

Summary Data Displays

Appendix B Statistical Profile of OSBA Attorneys, Greater Cincinnati Area

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	95	\$62,250	\$87,000	\$116,566	\$140,000	\$350,900
2000 Net Income (Private Practitioners Only)	80	\$61,125	\$92,500	\$119,730	\$149,250	\$366,500
2001 Hourly Billing Rate	80	\$125	\$175	\$175	\$200	\$316

Work Week**Hours in the Work Week and Year**

Total billable hours	90	29	35	52	45	67
Based on hourly rate	57	15	25	50	35	46
Based on flat rate	29	5	10	17	27	58
Based on contingency work	30	4	16	18	29	65
Office Administration	81	2	5	6	6	22
Marketing Activities	47	1	3	14	7	32
Non-billable community/public service	51	1	3	7	6	20
Non-legal employment/personal investments	38	2	4	6	9	25
Total Hours in Work Week	94	40	47	70	55	79
CLE Hours/Year	71	12	17	21	24	85
Unbilled (Pro Bono) Hours/Year	50	10	19	30	46	100

Annual Salaries (Spring 2001)**Associates**

New hires without experience	6	\$30,000	\$36,500	\$40,500	\$48,500	\$80,000
With 3 years experience	9	42,000	50,000	51,556	63,500	85,000
With 5 years experience	5	54,000	65,000	64,800	80,000	95,000
With 10 years experience	-	-	-	-	-	-

Legal Assistants (Paralegals)

New hires without experience	5	25,000	26,000	26,300	28,000	30,000
With 3 years experience	4	31,500	37,500	34,250	38,750	40,000
With 5 years experience	-	-	-	-	-	-
With 10 years experience	-	-	-	-	-	-

Secretaries

New hires without experience	4	23,750	32,000	27,250	35,000	38,000
With 3 years experience	6	25,250	27,500	27,167	28,500	30,000
With 5 years experience	8	28,500	30,000	29,125	30,750	32,000
With 10 years experience	11	31,000	33,667	32,323	38,000	40,000

Summary Data Displays

Appendix C Statistical Profile of OSBA Attorneys, Greater Columbus Area

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	170	\$45,750	\$80,000	\$112,535	\$131,667	\$354,800
2000 Net Income (Private Practitioners Only)	134	\$45,000	\$85,500	\$120,194	\$150,000	\$361,000
2001 Hourly Billing Rate	134	\$136	\$174	\$178	\$200	\$314

Work Week

Hours in the Work Week and Year

Total billable hours	156	27	35	35	40	57
Based on hourly rate	102	18	25	141	35	54
Based on flat rate	43	5	10	14	20	48
Based on contingency work	36	5	9	17	35	51
Office Administration	144	4	5	8	10	20
Marketing Activities	85	1	2	4	5	10
Non-billable community/public service	102	2	3	6	5	28
Non-legal employment/personal investments	59	2	5	8	10	68
Total Hours in Work Week	165	40	48	49	57	79
CLE Hours/Year	132	12	15	17	20	34
Unbilled (Pro Bono) Hours/Year	87	12	27	43	50	163

Annual Salaries (Spring 2001)

Associates

New hires without experience	15	\$35,833	\$45,000	\$50,600	\$82,500	\$90,000
With 3 years experience	15	39,500	48,333	53,000	80,000	100,000
With 5 years experience	9	58,000	60,000	70,333	92,500	125,000
With 10 years experience	11	63,750	80,000	93,182	125,000	180,000

Legal Assistants (Paralegals)

New hires without experience	6	19,000	28,000	26,667	31,250	35,000
With 3 years experience	8	28,500	33,500	30,500	34,750	36,000
With 5 years experience	8	35,250	41,000	51,125	44,250	48,000
With 10 years experience	12	34,917	41,000	40,333	45,750	48,000

Secretaries

New hires without experience	19	20,500	24,333	22,632	31,000	37,500
With 3 years experience	17	25,000	30,000	29,029	34,000	36,000
With 5 years experience	11	29,000	34,500	31,909	35,833	36,000
With 10 years experience	21	29,000	34,333	34,000	38,500	59,000

Summary Data Displays

Appendix D Statistical Profile of OSBA Attorneys, Greater Dayton Area

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	47	\$48,125	\$67,500	\$98,821	\$97,813	\$286,400
2000 Net Income (Private Practitioners Only)	38	\$46,500	\$69,000	\$105,882	\$119,500	\$325,700
2001 Hourly Billing Rate	38	\$141	\$165	\$165	\$189	\$250

Work Week**Hours in the Work Week and Year**

Total billable hours	44	30	36	36	44	54
Based on hourly rate	29	15	28	27	39	48
Based on flat rate	15	7	20	17	32	40
Based on contingency work	13	4	5	12	28	30
Office Administration	40	3	5	6	9	20
Marketing Activities	27	1	4	4	5	9
Non-billable community/public service	31	2	3	4	7	9
Non-legal employment/personal investments	22	1	3	5	7	36
Total Hours in Work Week	46	38	46	46	58	66
CLE Hours/Year	36	12	15	25	28	122
Unbilled (Pro Bono) Hours/Year	30	10	20	45	58	263

Annual Salaries (Spring 2001)**Associates**

New hires without experience	-	-	-	-	-	-
With 3 years experience	-	-	-	-	-	-
With 5 years experience	-	-	-	-	-	-
With 10 years experience	-	-	-	-	-	-

Legal Assistants (Paralegals)

New hires without experience	-	-	-	-	-	-
With 3 years experience	-	-	-	-	-	-
With 5 years experience	-	-	-	-	-	-
With 10 years experience	4	\$37,875	\$48,750	\$43,250	\$49,375	\$50,000

Secretaries

New hires without experience	7	20,530	24,000	24,151	29,000	35,000
With 3 years experience	5	21,000	24,000	24,400	29,500	35,000
With 5 years experience	5	22,000	26,000	26,400	33,000	40,000
With 10 years experience	5	25,000	30,000	31,600	40,000	50,000

Summary Data Displays

Appendix E **Statistical Profile of OSBA Attorneys, Northeast Region (Canton, Akron, Youngstown and Northeastern Cities)**

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	185	\$37,750	\$61,030	\$89,644	\$102,750	\$289,500
2000 Net Income (Private Practitioners Only)	146	\$38,500	\$69,167	\$96,576	\$108,750	\$317,000
2001 Hourly Billing Rate	146	\$115	\$126	\$139	\$150	\$230

Work Week**Hours in the Work Week and Year**

Total billable hours	161	30	35	36	40	60
Based on hourly rate	111	15	21	26	31	57
Based on flat rate	76	5	10	13	17	40
Based on contingency work	65	5	10	16	25	58
Office Administration	138	2	5	6	8	17
Marketing Activities	62	1	2	3	5	10
Non-billable community/public service	106	2	3	5	5	20
Non-legal employment/personal investments	70	2	4	7	7	45
Total Hours in Work Week	176	40	45	47	55	71
CLE Hours/Year	143	12	18	21	24	59
Unbilled (Pro Bono) Hours/Year	96	15	26	59	95	301

Annual Salaries (Spring 2001)**Associates**

New hires without experience	10	\$23,500	\$32,500	\$31,262	\$47,500	\$50,000
With 3 years experience	9	35,000	50,000	50,757	72,900	90,000
With 5 years experience	7	32,500	55,000	48,571	75,000	80,000
With 10 years experience	6	62,750	95,000	83,833	105,000	120,000

Legal Assistants (Paralegals)

New hires without experience	9	17,667	20,000	20,833	25,000	30,000
With 3 years experience	7	19,500	26,000	24,303	29,120	38,000
With 5 years experience	8	21,750	25,500	30,220	29,000	75,000
With 10 years experience	7	23,500	28,000	29,286	30,000	50,000

Secretaries

New hires without experience	19	14,500	18,000	18,348	24,553	32,000
With 3 years experience	16	17,500	20,750	21,170	24,625	44,000
With 5 years experience	26	19,125	22,250	22,498	25,875	39,138
With 10 years experience	37	20,000	25,000	25,271	30,000	44,450

Summary Data Displays

Appendix F

Statistical Profile of OSBA Attorneys, Northwest Region (Toledo and Northwestern Cities)

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	110	\$45,500	\$76,000	\$86,937	\$118,000	\$230,000
2000 Net Income (Private Practitioners Only)	94	\$47,500	\$77,500	\$89,394	\$129,625	\$263,750
2001 Hourly Billing Rate	94	\$100	\$125	\$133	\$150	\$217

Work Week**Hours in the Work Week and Year**

Total billable hours	99	30	33	35	41	58
Based on hourly rate	67	10	20	22	31	44
Based on flat rate	40	7	13	15	22	40
Based on contingency work	36	5	10	15	24	50
Office Administration	91	2	4	5	10	16
Marketing Activities	39	1	2	3	5	8
Non-billable community/public service	69	2	3	5	5	30
Non-legal employment/personal investments	46	1	3	6	5	30
Total Hours in Work Week	106	40	45	46	52	70
CLE Hours/Year	85	14	20	20	25	37
Unbilled (Pro Bono) Hours/Year	57	10	30	48	52	205

Annual Salaries (Spring 2001)**Associates**

New hires without experience	-	-	-	-	-	-
With 3 years experience	-	-	-	-	-	-
With 5 years experience	-	-	-	-	-	-
With 10 years experience	-	-	-	-	-	-

Legal Assistants (Paralegals)

New hires without experience	-	-	-	-	-	-
With 3 years experience	-	-	-	-	-	-
With 5 years experience	-	-	-	-	-	-
With 10 years experience	4	\$33,750	\$42,950	\$37,725	\$44,425	\$45,900

Secretaries

New hires without experience	9	13,000	16,000	14,778	17,500	24,000
With 3 years experience	10	14,809	19,925	18,578	23,250	26,000
With 5 years experience	12	19,790	24,667	23,672	30,000	30,000
With 10 years experience	18	20,750	26,150	24,685	30,000	34,000

Summary Data Displays

Appendix G Statistical Profile of OSBA Attorneys, Southern Region
(Southeast, Southwest and Central Regions)

Income & Hourly Billing Rate	N	Value by Percentile				
		25th	Median	Mean (Avg.)	75th	95th
2000 Net Income (All Respondents)	139	\$43,750	\$74,333	\$83,101	\$109,167	\$182,250
2000 Net Income (Private Practitioners Only)	109	\$44,000	\$80,000	\$87,424	\$120,000	\$236,600
2001 Hourly Billing Rate	109	\$115	\$125	\$133	\$150	\$197

Work Week

Hours in the Work Week and Year

Total billable hours	120	27	35	35	41	57
Based on hourly rate	76	15	20	24	30	63
Based on flat rate	65	5	15	18	30	44
Based on contingency work	39	4	5	9	15	35
Office Administration	110	2	5	6	8	18
Marketing Activities	51	1	1	3	5	10
Non-billable community/public service	86	2	3	4	5	18
Non-legal employment/personal investments	51	1	4	7	9	10
Total Hours in Work Week	126	40	48	47	54	68
CLE Hours/Year	108	12	22	22	25	48
Unbilled (Pro Bono) Hours/Year	74	18	29	54	52	373

Annual Salaries (Spring 2001)

Associates

New hires without experience	8	\$29,825	\$34,500	\$68,325	\$38,750	\$315,000
With 3 years experience	4	33,750	50,000	41,250	52,500	55,000
With 5 years experience	5	45,000	65,000	59,000	75,000	75,000
With 10 years experience	6	45,250	49,750	49,667	53,750	65,000

Legal Assistants (Paralegals)

New hires without experience	4	26,670	29,000	27,390	29,500	30,000
With 3 years experience	4	17,000	30,780	23,890	32,390	34,000
With 5 years experience	5	25,000	30,500	28,108	33,250	36,000
With 10 years experience	8	26,125	33,500	31,188	37,250	40,000

Secretaries

New hires without experience	17	15,667	20,800	18,842	24,000	25,000
With 3 years experience	16	16,750	19,500	20,313	24,750	28,000
With 5 years experience	17	19,333	23,267	22,024	27,000	30,000
With 10 years experience	33	22,500	26,667	27,020	30,000	41,800

Summary Data Displays

Appendix H

Perceptions on the Current Economic Circumstance of Law Practice in Ohio, June 2001

	N	Compared to last year, the economic circumstances of law are:		
		Better	Worse	Same
All Attorneys	852	16.9%	26.0%	57.2%
Cleveland (Downtown)	75	13.9	35.4	50.6
Cleveland (Suburban)	58	13.6	37.3	49.2
Cincinnati (Downtown)	68	21.7	29.0	49.3
Cincinnati (Suburban)	25	16.0	28.0	56.0
Columbus (Downtown)	100	11.9	28.7	59.4
Columbus (Suburban)	62	27.4	12.9	59.7
Dayton	45	6.4	31.9	61.7
Canton	15	23.5	29.4	47.1
Akron	45	19.0	31.0	50.0
Toledo	56	19.6	23.2	57.1
Youngstown	14	14.3	14.3	71.4
Northeast Region	107	15.2	31.4	53.3
Northwest Region	52	11.3	15.1	73.6
Southeast Region	40	28.2	15.4	56.4
Southwest Region	59	16.7	20.0	63.3
Central Region	31	18.2	9.1	72.7
Organization Size (# of Attorneys)				
1	260	18.1	22.3	59.6
2-5	229	21.4	25.8	52.8
6-20	153	14.4	24.8	60.8
more than 20	150	12.0	32.7	55.3
Years in Practice				
5 or less	137	21.9	20.4	57.7
6-10	94	22.3	24.5	53.2
11-15	103	21.4	22.3	56.3
16-25	258	16.3	29.1	54.7
more than 25	269	11.2	27.5	61.3
Legal Classification				
Sole practitioner	242	16.9	23.6	59.5
Sole practitioner with 1 or more associates	43	41.9	23.3	34.9
Sole practitioner sharing space	64	14.1	40.6	45.3
Partner in firm with 2-7 partners	158	20.3	20.3	59.5
Partner in firm with 8 or more partners	85	11.8	34.1	54.1
Associate in firm with 2-7 partners	60	18.3	26.7	55.0
Associate in firm with 8 or more partners	59	11.9	35.6	52.5
City/State/County	54	33.3	33.3	33.3
House counsel	56	14.3	21.4	64.3
Counsel with legal aid/legal service agency	14	-	21.4	78.6

Summary Data Displays

Appendix I

**Perceptions on Future Economic Conditions of
Law Practice in Ohio, June 2001**

	N	Next year, the economic circumstances of law will be:		
		Better	Worse	Same
All Attorneys	852	18.9%	19.7%	61.4%
Cleveland (Downtown)	75	20.0	21.3	58.7
Cleveland (Suburban)	58	20.7	27.6	51.7
Cincinnati (Downtown)	68	13.2	25.0	61.8
Cincinnati (Suburban)	25	16.0	20.0	64.0
Columbus (Downtown)	100	18.0	24.0	58.0
Columbus (Suburban)	62	24.2	9.7	66.1
Dayton	45	13.3	24.4	62.2
Canton	15	26.7	33.3	40.0
Akron	45	17.8	31.1	51.1
Toledo	56	21.4	16.1	62.5
Youngstown	14	7.1	14.3	78.6
Northeast Region	107	17.8	23.4	58.9
Northwest Region	52	19.2	17.3	63.5
Southeast Region	40	25.0	5.0	70.0
Southwest Region	59	18.6	6.8	74.6
Central Region	31	22.6	12.9	64.5
Organization Size (# of Attorneys)				
1	255	22.7	16.9	60.4
2-5	229	19.7	18.8	61.6
6-20	151	17.9	19.9	62.3
more than 20	149	16.1	23.5	60.4
Years in Practice				
5 or less	134	26.1	14.2	59.7
6-10	91	18.7	17.6	63.7
11-15	106	16.0	20.8	63.2
16-25	256	17.6	23.4	59.0
more than 25	265	17.4	18.9	63.8
Legal Classification				
Sole practitioner	237	21.9	18.6	59.5
Sole practitioner with 1 or more associates	44	34.1	20.5	45.5
Sole practitioner sharing space	65	16.9	24.6	58.5
Partner in firm with 2-7 partners	158	19.0	17.1	63.9
Partner in firm with 8 or more partners	85	17.6	23.5	58.8
Associate in firm with 2-7 partners	61	18.0	16.4	65.6
Associate in firm with 8 or more partners	56	23.2	25.0	51.8
City/State/County	52	15.4	11.5	73.1
House counsel	55	9.1	25.5	65.5
Counsel with legal aid/legal service agency	15	6.7	13.3	80.0

Summary Data Displays

Appendix J Perceptions on the Current Supply of Lawyers in Ohio, June 2001

	N	The number of lawyers in the community in which I practice is:		
		About right	Too many	Too few
All Attorneys	869	50.5%	47.3%	2.3%
Cleveland (Downtown)	79	35.4	63.3	1.3
Cleveland (Suburban)	59	39.0	61.0	—
Cincinnati (Downtown)	68	30.9	67.6	1.5
Cincinnati (Suburban)	25	60.0	36.0	4.0
Columbus (Downtown)	101	45.5	53.5	1.0
Columbus (Suburban)	61	59.0	39.3	1.6
Dayton	47	31.9	68.1	—
Canton	17	47.1	52.9	—
Akron	46	41.3	58.7	—
Toledo	56	44.6	55.4	—
Youngstown	14	28.6	71.4	—
Northeast Region	106	65.1	31.1	3.8
Northwest Region	52	69.2	28.8	1.9
Southeast Region	43	65.1	20.9	14.0
Southwest Region	61	65.6	31.1	3.3
Central Region	34	73.5	20.6	5.9
Organization Size (# of Attorneys)				
1	260	50.8	46.5	2.7
2-5	231	54.1	43.3	2.6
6-20	154	51.3	48.1	0.6
more than 20	154	46.8	50.6	2.6
Years in Practice				
5 or less	140	66.4	32.1	1.4
6-10	95	54.7	43.2	2.1
11-15	106	57.5	38.7	3.8
16-25	257	47.1	49.4	3.5
more than 25	271	41.7	57.2	1.1
Legal Classification				
Sole practitioner	241	50.2	46.9	2.9
Sole practitioner with 1 or more associates	43	53.5	46.5	—
Sole practitioner sharing space	65	47.7	52.3	—
Partner in firm with 2-7 partners	158	48.1	47.5	4.4
Partner in firm with 8 or more partners	84	35.7	64.3	—
Associate in firm with 2-7 partners	62	59.7	40.3	—
Associate in firm with 8 or more partners	59	57.6	42.4	—
City/State/County	56	53.5	46.5	—
House counsel	58	48.1	47.5	4.4
Counsel with legal aid/legal service agency	17	35.7	64.3	—

Summary Data Displays

Appendix K

**Perceptions on the Current Demand for
Legal Services in Ohio, June 2001**

	N	The quantity of my legal work is:		
		Insufficient	All I can handle	More than I prefer
All Attorneys	872	14.8%	58.6%	26.6%
Cleveland (Downtown)	79	20.3	55.7	24.1
Cleveland (Suburban)	60	30.0	43.3	26.7
Cincinnati (Downtown)	70	17.1	58.6	24.3
Cincinnati (Suburban)	24	25.0	54.2	20.8
Columbus (Downtown)	103	13.6	63.1	23.3
Columbus (Suburban)	63	9.5	61.9	28.6
Dayton	46	15.2	65.2	19.6
Canton	17	29.4	47.1	23.5
Akron	46	13.0	63.0	23.9
Toledo	56	19.6	62.5	17.9
Youngstown	14	-	71.4	28.6
Northeast Region	106	15.1	58.5	26.4
Northwest Region	53	3.8	67.9	28.3
Southeast Region	41	9.8	46.3	43.9
Southwest Region	60	11.7	58.3	30.0
Central Region	34	-	52.9	47.1
Organization Size (# of Attorneys)				
1	257	22.6	53.7	23.7
2-5	233	10.3	60.1	29.6
6-20	156	10.9	62.2	26.9
more than 20	156	11.5	63.5	25.0
Years in Practice				
5 or less	143	14.0	65.0	21.0
6-10	92	13.0	64.1	22.8
11-15	107	14.0	55.1	30.8
16-25	261	11.1	57.9	31.0
more than 25	268	19.8	54.9	25.4
Legal Classification				
Sole practitioner	241	22.8	51.9	25.3
Sole practitioner with 1 or more associates	43	7.0	55.8	37.2
Sole practitioner sharing space	65	21.5	58.5	20.0
Partner in firm with 2-7 partners	159	8.8	57.9	33.3
Partner in firm with 8 or more partners	84	14.3	61.9	23.8
Associate in firm with 2-7 partners	62	14.5	66.1	19.4
Associate in firm with 8 or more partners	61	6.6	72.1	21.3
City/State/County	57	21.1	56.1	22.8
House counsel	59	3.4	57.6	39.0
Counsel with legal aid/legal service agency	16	6.3	50.0	43.8